Emerging Issues and Challenges in HRM in the Pandemic Environment: a Theoretical Perspective

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ABSTRACT

The present paper focuses on the emerging issues and challenges in HRM in the current pandemic scenario. There has been a dramatic change caused in this pandemic environment which has unprecedented implications on business organizations and have influenced human resource management intensely. It is seen that the HRM needs to take a lead with "human focused" approach in the present vague situation helping out the people to cope with stress and to continue with working from remote without affecting the business operations of the organization. Added, the HRM has to poise with the unexpected dismissal and decrease of the staff during the pandemic lockdown. The sudden shift in the work culture has bought in challenges for HR to sustain organizational operations in the times of uncertainty. This paper is not on the usual HR challenges of recruitment, training, development, performance assessment or building a balanced bridge between the employers and employees. It focuses on the current crisis that the organizations are confronting and also to highlight HR challenges and measures to overcome them.

1.1 Introduction

HR plays a crucial role in evolving, emphasizing and changing the culture ofan organization. They are an integral part of an organization that has the prime responsibility of safeguarding and uplifting the employee-centric needs in parallel to the management expectations. The sudden shift in the paradigm of work culture at present has its own implications on employee health and wellbeing through stress anxiety and various other mental issues. The sudden outbreak of COVID-19 has brought all these issues upfront which really need to be addressed and overcome. Organisations need to zero in on building and fortifying correspondence, trust and straightforwardness related to the COVID pandemic to reestablish profitability and convey on representative experience

1.2 Problem Diagnosis

Organizations have to undergo numerous adjustments to initiate new business plans and the ways to tackle the impact of POST-COVID-19. The employees might struggle with feelings of uncertainty and isolation more and more with the days passing on. The employees may battle with sensations of vulnerability and confinement increasingly more with the days passing on. With social removing being executed and polished, it is difficult to have severe and standard techniques for cycle and approaches prompting another test for HR experts to deal with. Even in case of the organizations, where work from home is being practiced have its own problematic

issues posed by employees and the employers. As far off telecommuting fortifies, HRM needs to manage with the pressure of their representatives related with the expulsion limits among work and family. Work and private life blend during far off telecommuting can be the center test HRM is confronting. Against this unique circumstance, the HR will be the help of any association and they should be taken care of with most extreme consideration and determination in this POST-COVID circumstance. Above all, it is expected that the transformation must revolve mostly around Human aspect of this global pandemic justifying the health and well-being of the workers to be a major concern.

1.3 HRM Challenges and Opportunities: A Theoretical Review

Current situation of pandemic has forced the researchers to conduct various studies and reviews over the issue and impact of the COVID-19 on HRM Policies and Practices. Swelling unemployment due to recession is an added pressure on people. In this respect, HR administrators should plan unequivocal and expand procedures encouraging representatives to utilize advanced& imaginative innovations just as update their computerized abilities.

As of recent, it has created overwhelming demand for professional HRs to work out with alterations and adaptability of the workforce. They ought to receive innovations that are stage based and create novel plans of action taking an action to virtual work.A new report directed in Georgia through master interviews show that HRM ought to think about approaches to grow new arrangements for half breed working models as a reaction to the current pandemic emergency. Representatives and associations are acclimating to the common sense to accomplish results.

The HR experts have a streamlining and steady job in this upset; however they likewise take responsibility to hold the workers by updating their abilities and capacities (Parry and Battista, 2019). Directors are attempting to decrease conceivable inconvenient impacts of telecommuting to help the specialists in setting needs. Also, distant working makes hard to manage and screen representative's work. The prospective solution administrators have discovered utilizing on the web dashboards, and advanced information for assessing outstanding burden and execution.

The COVID-19 pandemic has involved wellbeing and security issues to all important focal point and has put a consideration on the job of the HRM work in taking care of the wellbeing and security of the worldwide workforce. Less socialization during the pandemic has suggestions on the workers' emotional well-being. Consequently, HR experts need to react to this challenge by organizing virtual meetings or online relationships to sustain the stimulus and efficiency of workers. Therefore, HRM Strategy should step forward to help the organizations in developing the employee skills and maintaining the well-being of employees. However, as the current pandemic keeps on making, the potential for strife between the work and family areas might be more prominent than at any other time.

Without a doubt, notwithstanding dealing with the expanded pressure coming about because of the changeover to far off working, representatives need to adapt to expanded childcare worries with the inescapable suspension of schools and youngster care offices, and make due with nonstop caution over the wellbeing, security of loved ones.

1.4 Impact of COVID-19 on HR Practices and Workforce

The effect of COVID-19 on wellbeing, economies, and markets has over overwhelmed with tremendous complexities in different measurements. The pandemic environment has amplified the importance on the human connect side of the HR capacities launch to give correspondence on wellbeing conventions, cleanliness rehearses, crisis numbers, rundown of emergency clinics, rules for isolating, etc.

Many organisations went a step ahead to help their employees in handling stress by setting up virtual counseling sessions for employee wellbeing and motivation. There has been a significant change in the nature of

performing the job, so called "Work from Home" (WFH), completely redefining the role of HR. Standard participation and leave approaches will presently don't work and associations should keep a more serious level of trust in the respectability and responsibility of representatives working distantly. Emphatically in specific cases, having the option to WFH may instruct individuals to adjust proficient and private matters better

This process of WFH possibly would have created a drastic impact on the lifestyle of the people leading to increased working hours and also work continue over a lengthy period, and also increased work-life conflict especially for women employees. COVID-19 disaster has relocated collaborative work into the virtual domain. Huge portion of the general public presently find themselves depending altogether on virtual correspondence media to finish community undertakings. Consequently, the activities need to go far to fortify workers' trust for the association and improve their impressions dependent on how the HR experts respond or react notwithstanding emergency and vulnerability . The HR branch of each association needs to take a lead in encouraging, overseeing concerns and fears of their representatives.

1.5 The way forward to HR Professionals

With the current disorder in the industry, conventional ways of working has turned out to be completely outdated. The entire employee journey has to be planned to encounter new challenge in the virtual atmosphere. This includes amendment of recruitment practices, rewards and recognition policies, engagement initiatives, exit processes, and so on. The requirement for distant working has massively expanded the interest for mechanization and joint effort devices and move to distributed computing. It is vital to keep employees motivated and stimulated to face the uncertain future.

Components of New HR Practices

1. Counseling & Mental health stabilization
2. Sense Employee's need and support
3. Strengthening Organizational values
4. Recognizing Employee efforts & providing space for improvements
5. Educating & Training the Workforce
6. Framing New age guiidelines
7. Counseling and Mental health stabilization

Counseling & Mental health stabilization

Effective and Continuous counseling sessions and informal virtual meetings can help the employees to offload their isolation, anxiety, fears. Comprehensive and Holistic package of benefits are a mutual way of acquainting with wellness to an organization. These benefits refer to all aspects of well-being such as mental health, financial security etc.

Sense employees' need and support

Employees to be considered for their unique value and their contribution to the welfare of the organization. HR professionals need to recognize this aspect by providing required inputs and support through regular conversations between managers and employeesFurther, HR need to sensitize his employees on various issues arising out of COVID-19 pandemic, like job security, alternative work models, impact to staffing, and combat tensions in the workplace.

Strengthening Organizational values

Creating a flexible strategic plan to boost on and maintain equilibrium on the feelings of psychological safety of the employees. The organizations essentially can keep open options regarding work and also provide opportunity to voice out the experiences of the employees.

Recognizing Employee efforts & providing space for improvements

COVID-19 has engendered significant interruption and depression to employees and hence the HR professionals should recognize their initiatives and efforts. Recognition can take forms other than monetary rewards such as open acknowledgment, mark of appreciation, development opportunities and low-cost perks to motivate them. One way employers can show their appreciation is through upgrading the learning and development initiatives.

Educating and training the workforce

Educating and training the workforce with the precise facts and information on COVID-19 such as safety tips and nutrition information which are so crucial and supposed to be the pertinent task of HR Professionals.

Framing New Age Guidelines

It is essential to have business continuity plan to deal with such constraints of POST COVID-19 for which organizations basically to have system, procedure and policy in place.

1.6 Conclusion

The associations and workers have been authorized to change their operational schedules basically in the blink of an eye bringing about remarkable requests on administrators to settle on choices in extremely unsure conditions. In spite of the fact that the drawn out ramifications of COVID-19 are at present obscure and flighty, however the danger of future wellbeing emergency of this broad nature is practically ensured. Subsequently, our concentration and activity should reexamine past limits, continue by adding to our methodology and executing the correct strides to guarantee the endurance of the association, representative change and prosperity over the long haul.

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